

Workers Compensation Board of Manitoba

Schedule of Compensation over \$85,000

Year Ended December 31, 2024

Doane Grant Thornton LLP

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Independent auditor's report

To the Workers Compensation Board of Manitoba:

Opinion

We have audited the Workers Compensation Board of Manitoba's Schedule of Compensation Over \$85,000 for the year ended December 31, 2024, and the note to the Schedule of Compensation Over \$85,000, including a summary of significant accounting policies (together, "the Schedule").

In our opinion, the accompanying Schedule for the year ended December 31, 2024 is prepared, in all material respects, in accordance with the financial reporting provisions in Section 2 of The Public Sector Compensation Disclosure Act of Manitoba.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Schedule section of our report. We are independent of the Workers Compensation Board of Manitoba in accordance with the ethical requirements that are relevant to our audit of the Schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the Workers Compensation Board of Manitoba to meet the requirements of Section 2 of The Public Sector Compensation Disclosure Act of Manitoba. As a result, the Schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with Section 2 of The Public Sector Compensation Disclosure Act of Manitoba, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error. Those charged with governance are responsible for overseeing the Workers Compensation Board of Manitoba's financial reporting process.

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Canada
May 14, 2025

Doane Grant Thornton LLP

Chartered Professional Accountants

Workers Compensation Board of Manitoba
Schedule of Compensation Over \$85,000
Year ended December 31, 2024

Introduction

Note 1 - Basis of presentation:

a) Compensation of \$85,000 or more

The following schedule lists employees of the Workers Compensation Board who received compensation of \$85,000 or more during the year ended December 31, 2024. The amounts are calculated in accordance with the *Public Sector Compensation Disclosure Act* of Manitoba.

b) Compensation to Board Members

The following schedule also discloses the amount of the payments to the Board of Directors during the year ended December 31, 2024. The amounts are calculated in accordance with the *Public Sector Compensation Disclosure Act* of Manitoba.

The amounts shown in this disclosure statement may not represent the individual's actual annual rate of salary. Compensation includes the value of cash and non-cash payments including allowances, payments under an employment contract, overtime payments, retirement or severance payments, lump sum payments, membership and professional dues, the value of certain benefits and vacation pay-outs.

COMPENSATION

Surname	Initial	Classification	Total
Adair	B	Director, Information Technology	167,721
Affia	I	Prevention Consultant	95,996
Agopsowicz	K	Case Manager	94,698
Agustin	G	Network Analyst	89,520
Ahmed	A	Director, Regional Offices	90,154
Aleksandrowicz	A	Senior Systems Analyst, Database Administration and Technical Support	135,292
Allain	R	Acting Director, Case Management	124,897
Allan	M	Vice President, Human Resources	181,632
Alvarez	L	Business Intelligence Analyst	85,170
Anderson	C	Compensation Training and Quality Specialist	96,620
Anderson	P	Manager, Network and Data Centre Services	139,356
Apalit	N	Case Manager	96,582
Ashby	C	Vocational Rehabilitation Consultant	97,313
Bachman	E	Case Manager	93,519
Badger	D	Manager, Case Management	120,115
Baete	H	Manager, Corporate and Legal Services	131,444
Bahrychuk	J	Director, Compensation Performance, Training and Quality	144,037
Baker	B	Manager, Compliance Services	121,610
Ball	C	Rehabilitation Specialist	106,855
Banewski	A	Supervisor, Claims Service Centre	87,964
Baranowski	R	Acting Director, Compliance Services	121,980
Beaudet	P	Maintenance Worker	96,684
Beaudin	J	Manager, Specialized Services	120,173
Beeston	J	Human Resource Generalist	95,070
Bell	M	Human Resources Consultant, Wellness and Disability Management	96,811
Benitez	J	Software Developer III	99,438
Bennett	M	Senior Project Manager	125,277
Bermisa	G	Case Manager	92,455
Besant	T	Review Officer	96,187
Bettencourt	A	Compensation Training and Quality Specialist	94,427
Bharote	P	Systems Analyst	99,538
Birch	C	Business Intelligence Analyst	91,391
Bird	C	Compensation Performance Consultant	97,242
Bird	J	Director, Legislation and Policy	171,014
Birrell	K	Return to Work Consultant	93,571
Black	R	Compensation Performance Consultant	96,656
Boileau	M	Portfolio Leader	103,498
Borgesa	R	Vice President, Strategy, Innovation and Analytics	222,078

Botterill	C	Case Manager	95,804
Bourns	L	Director, Finance - Budgets, Purchasing and Payables	139,267
Boxell	D	Adjudicator	87,946
Brakel	T	Case Manager	97,072
Branzuela	C	Case Manager	99,403
Bretecher	J	Human Resource Generalist	90,356
Briese	A	Program and Standards Specialist	95,642
Brylikowski	W	Health and Safety Manager	119,913
Buisson	R	Director, Legal Administration	183,585
Burt	M	Adjudicator	88,060
Buydens	B	Chief Investment Officer	167,880
Cabral	A	Case Manager	89,345
Caguioa	L	Compensation Training and Quality Specialist	89,228
Cantor	R	Supervisor, Payments	90,645
Carey	M	Senior Case Manager	118,301
Carson	B	Review Officer	96,607
Casemore	A	Supervisor, Assessment Accounts	91,487
Castanaga	A	Case Manager	96,389
Castellano	D	Manager, Change Management	141,739
Celebre	J	Assessment Business Analyst	93,789
Champagne	S	Supervisor, Compensation Training and Quality	100,601
Chan	K	Case Manager	95,428
Chaytor	D	Review Officer	96,608
Chopee	R	Manager, Program, Content and Service	94,201
Christie	J	Case Manager	96,053
Chua	M	Prevention Consultant	97,090
Chyzzy	S	Review Officer	96,613
Cintrao	D	Supervisor, Adjudication Services	100,467
Cochingyan	A	Director, Internal Audit	143,663
Cooper	E	Case Manager	101,055
Couture	M	Senior Case Manager	101,515
Cowan	S	Senior Case Manager	106,589
Crossland	C	Vice President, Government Relations, Corporate Communications and Records Management	180,174
Cunningham	N	Director, Assessment Services	132,666
Czarnecki	S	Case Manager	99,739
Daly	G	Manager, Payments and Medical Aid	117,221
Dann	M	Vocational Rehabilitation Consultant	88,547
Das	P	Data Scientist	97,396
Daumler	R	Director, Administration	145,469
Deacon	R	President and Chief Executive Officer	544,348
DeRose	M	Supervisor, Assessment Accounts	88,830
Dobson	C	Review Officer	96,193
Doell	D	Director, Prevention and Return to Work Services	185,604
Doyle	C	Case Manager	93,313
Ducharme	L	Vocational Rehabilitation Consultant	91,425
Dunku Sukumar	S	Software Developer III	94,935
Dutka	B	Case Manager	99,295
Dyck	K	Chief Appeal Commissioner	202,192
Eason	B	Case Manager	88,275
Edwards	L	Senior Project Manager	130,376
Ehrenfeld	J	Manager, Organizational Development	117,569
Eng	H	Supervisor, Application Services	103,454
Enns	D	Case Manager	102,702
Faucher	L	Supervisor, Adjudication Services	88,889
Ferris	D	Senior Research and Policy Analyst	94,613
Fogg	K	Compliance Officer II	90,455
Fola-Bolumole	I	Supervisor, Business Intelligence	93,647
Ford	N	Compliance Officer II	92,828
Forness	E	Senior Network Analyst	92,275
Fortier	K	Supervisor, Adjudication Services	101,510

Foster	D	Case Manager	100,812
Fuerst	M	Case Manager	93,405
Gagnon	K	Network Analyst	92,047
Gardner	L	Manager, Short Term Claims	109,635
Gereb	V	Maintenance Worker	98,477
Gibson	S	Case Manager	85,220
Giesbrecht	A	Compensation Performance Consultant	95,848
Gillson	L	Return to Work Consultant	94,699
Gonzales	C	Business Intelligence Analyst	89,880
Gordon	D	Compensation Training and Quality Specialist	97,280
Gordon	G	Case Manager	94,514
Gordon	J	Senior Case Manager	97,069
Gotthilf	R	Acting Manager, Compliance Services	106,222
Graham	A	Project Manager	87,151
Grant	B	Case Manager	95,915
Gudmundson	S	Assessment Performance Consultant	96,461
Gurevich	A	Manager, Communications	115,700
Harley	N	Vice President, Compensation Services	170,764
Harris	P	Supervisor, Information Technology Infrastructure	123,763
Harrison	M	Case Manager	96,651
Hau	K	Compensation Performance Consultant	96,600
Heese	V	Manager, Budget, Purchasing and Payables	104,084
Henson	G	Supervisor, Collections	88,876
Heppner	W	Vocational Rehabilitation Consultant	91,706
Hiebert	M	Project Manager	108,574
Hilderman	R	Manager, Short Term Claims	107,303
Hill	K	Compliance Officer II	93,823
Holden	R	Manager, Corporate Records	119,700
Holland	D	Vice President, Compensation Services	216,057
Holowchuk	L	Senior Research and Policy Analyst	94,860
Howard	R	Appeal Commissioner	137,170
Hummel	S	Supervisor, Assessment Program Services	99,265
Humphries	S	Senior Network Analyst	124,375
Hurley	L	Vice President and Chief Financial Officer	216,107
Hyttiainen	M	Director, Prevention and Return to Work Services	132,662
Irving	S	Compensation Performance Consultant	95,514
Isaac-Uyah	U	Business Analyst	96,627
Jackson	E	Manager, Short Term Claims	112,455
Jain	A	Case Manager	96,086
Janzen	B	Vice President, Legal, Compliance and Corporate Services	182,061
Jarvis	C	Manager, Case Management	119,796
Jassal	M	Manager, Case Management	107,912
Jones	G	Legal Counsel II	157,781
Jones	S	Compensation Training and Quality Specialist	85,717
Jordan	V	Vice President and Chief Technology Officer	235,611
Jose	P	Solution Architect	104,266
Jung	K	Case Manager	102,031
Kaminski	L	Case Manager	97,870
Kaur	A	Manager, Strategic Engagement and Certification	107,122
Kaur	R	Business Intelligence Database Analyst	98,543
Keating	K	Director, Compensation Professional Services	122,574
Kernaghan	M	Appeal Commissioner	137,817
Kernested	C	Manager, Claims Service Centre	119,643
Kharal	G	Software Developer III	101,599
Klein	K	Compensation Training and Quality Specialist	95,612
Klyne	L	Supervisor, Service Desk	88,560
Kolisnyk	H	Acting Director, Internal Audit	124,010
Koncan	N	Case Manager	99,179
Kramer	D	Vice President, SAFE Work Manitoba	200,332
Kurian	P	Supervisor, Application Services	100,183

La Spina	S	Technical Architect	115,469
Ladobruk	C	Senior Case Manager	106,889
Lafond	C	Manager, Business Intelligence	141,360
Lafrance	R	Assistant Registrar, Appeal Commission	93,811
LaLonde	L	Case Manager	91,305
Lamirande	Y	Supervisor, Adjudication Services	100,805
Langton	M	Compliance Specialist	90,942
Lantz	M	Senior Systems Analyst, Database Administration and Technical Support	117,519
Lao	J	Return to Work Consultant	87,401
Lebrun	C	Case Manager	96,738
Leduchowski-Hazlitt	H	Supervisor, Special Services Unit	118,819
Lefort	D	Manager, Human Resources	120,932
Lewis	C	Business Analyst	97,069
Lloyd	R	Software Developer III	118,088
Lovell	A	Director, Compensation Professional Services	137,031
Lympelopoulos	G	Portfolio Leader	97,169
Machado	J	Senior Research and Policy Analyst	94,596
Mahmood	S	Software Developer III	97,249
Mainella	T	Director, Short Term Claims	143,163
Martin	E	Manager, Human Resources	116,495
Martin Barron	B	Case Manager	96,171
Martinez-Zogbi	Z	Return to Work Consultant	94,348
Maruca	K	Rehabilitation Specialist	130,060
Matthews	S	Case Manager	94,533
McCuaig	C	Director, Fair Practices Office	143,178
McDonald	D	Manager, Case Management	121,294
McDonald	R	Case Manager	86,108
McLellan	L	Case Manager	95,601
Medvedovsky	B	Systems Analyst	92,898
Memryk	C	Case Manager	94,501
Mendella	L	Manager, Claims Service Centre	158,122
Mialkowski	M	Prevention Consultant	90,678
Miller	B	Review Officer	96,006
Miller	S	Case Manager	96,915
Miller	T	Prevention Consultant	95,943
Morrison	L	Case Manager	97,219
Murphy	B	Case Manager	94,626
Murphy	J	Review Officer	96,202
Namala	S	Business Analyst	87,220
Neill	A	Manager, Assessment Services	119,562
Neilson	M	Manager, Vocational Rehabilitation Services	119,894
Neiser	S	Senior Case Manager	101,235
Nguyen	D	Software Developer III	95,184
Nguyen	T	Vocational Rehabilitation Consultant	90,713
O'Connor	B	Enterprise Architect	121,087
Ojo	W	Supervisor, Application Services	105,326
Okano	A	Chief Innovation Officer	168,162
Olson	J	Case Manager	96,086
Oree	N	Portfolio Leader	96,431
Orimoloye	E	Project Manager	94,154
Oye	A	Associate Actuary	132,402
Padilla	N	Network Analyst	87,217
Paterson	K	Supervisor, Adjudication Services	98,644
Pereira	C	Portfolio Leader	102,802
Peters	H	Case Manager	100,011
Peters	J	Systems Analyst	92,756
Peters	P	Case Manager	100,507
Peterson	J	Appeal Commissioner	130,398
Pogorzelec	M	Prevention Consultant	102,353
Porpiglia	C	Prevention Consultant	95,465

Posavec	P	Supervisor, Information Technology Infrastructure	101,682
Posner	A	Software Developer III	93,522
Pringle Goertzen	G	Case Manager	95,749
Proulx	A	Assessment Performance Consultant	97,213
Prytsyuk	M	Case Manager	94,622
Rae	P	Case Manager	94,279
Rahim	A	Case Manager	95,937
Reid	S	Senior Case Manager	102,050
Reimer	C	Prevention Consultant	96,556
Rempel	K	Compensation Training and Quality Specialist	95,575
Rempel-Tucker	L	Manager, Compensation and Benefits	90,995
Robak	S	Legal Services Representative II	85,326
Robert	R	Compensation Training and Quality Specialist	91,906
Robertson	J	Return to Work Consultant	87,616
Rocan	K	Senior Project Manager	105,640
Roy	K	Supervisor, Medical Aid	87,417
Russell	E	Case Manager	95,443
Santander	T	Business Intelligence Analyst	90,291
Santos	J	Project Manager	86,525
Sawchyn	R	CUPE President	95,277
Scott	J	Human Resources Consultant, Compensation and Benefits	96,256
Scurtu	V	Solution Architect	128,606
Senkow	K	Senior Case Manager	105,347
Sharma	N	Manager, Information Technology Services	117,012
Shaw	J	Prevention Consultant	95,560
Singbeil	P	Program and Standards Specialist	101,036
Singbeil	S	Vocational Rehabilitation Consultant	88,618
Sitka	S	Review Officer	86,689
Skinner	C	President and Chief Executive Officer	324,552
Skrypnik	C	Systems Analyst	92,979
Slawinski	E	Manager, Compensation and Benefits	109,157
Smith	S	Compensation Performance Consultant	97,224
Sorenson	T	Review Officer	96,445
Steinke	M	Case Manager	95,901
Sutherland-Heese	L	Supervisor, Adjudication Services	98,619
Swedlo	J	Case Manager	92,115
Tetrault	D	Compliance Officer II	93,899
Thomson	T	Manager, Case Management	100,107
Tiwana	N	Systems Analyst	92,767
Tober	C	Case Manager	101,709
Tomy	N	Manager, Case Management	120,043
Townsend	C	Director, Finance - Financial Reporting	138,390
Tranquada	R	Rehabilitation Specialist	104,434
Trudell	S	Prevention Consultant	96,606
Turnbull	J	Case Manager	87,502
Turner	P	Compliance Specialist	90,473
Tuyishime	A	Actuarial Analyst II	87,206
Vanbeselaere	H	Case Manager	89,200
VandenBerg	A	Manager, Review Office	107,820
Velasco	A	Supervisor, Claims Service Centre	87,077
Vicovac	Z	Case Manager	96,655
Vince	K	Manager, Communications	105,729
Vincent	K	Director, Claims Service Centre, Payments and Medical Aid	144,368
Vo	D	Manager, Case Management	115,518
Vuong	L	Human Resources Consultant, Compensation and Benefits	87,461
Waddell	H	Compensation Training and Quality Specialist	97,117
Waddell	T	Manager, Compensation Training and Quality	103,082
Wallace	S	Director, Communications and Public Relations	143,521
Walters	T	Supervisor, Adjudication Services	100,724
Wark	G	Software Developer III	86,632

WCB Schedule of Compensation Over \$85,000
Year ended December 31, 2024

Watt	M	Supervisor, Payments	92,532
Weiss	S	Case Manager	99,988
Wens	R	Senior Network Analyst	101,065
West	B	Compensation Performance Consultant	99,573
West	E	Director, Regional Offices	113,974
Whitney	A	Return to Work Consultant	93,759
Wiebe	D	Assessment Performance Consultant	96,326
Wiebe	P	Registrar, Appeal Commission	146,046
Wightman	K	Case Manager	98,314
Willems	J	Return to Work Program Specialist	99,327
Williams	M	Chief Actuary	186,557
Willson	M	Supervisor, Compensation Training and Quality Specialist	97,071
Wilson	L	Legal Counsel II	113,140
Wincott	M	Compliance Investigator	93,380
Wozniak	K	Case Manager	96,888
Wu	Y	Manager, Financial Reporting	95,670
Young	R	Human Resource Generalist	95,158
Zaldivar Larranaga	L	Supervisor, Application Services	105,125
Zdrill	M	Case Manager	97,288
Zukewich	T	Portfolio Leader	103,013
Board of Directors			159,336